



IOWUA President Hyacintho "Chinto" Geerman (l) and Lago President G. E. "Jerry" Golden get ready to sign the new three-year CWA in the Lago Executive Conference Room on Wednesday, November 14. The agreement is sealed with a handshake by representatives of both parties.



Presidente di IOWUA Hyacintho "Chinto" Geerman (robez) y Presidente di Lago G. E. "Jerry" Golden ta prepara pa firma e Combenio Colectivo di Trabao nobo den Sala di Conferencia Ehecutivo Diarazon 14 di November. E combenio ta ser seya aki cu un "handshake" door di representantes di ambos partido.

## Lago and IOWUA Sign New Collective Working Agreement

On November 14, 1979, Lago and the Independent Oil Workers' Union of Aruba signed a new collective working agreement, which became effective August 27, 1979, and will expire October 31, 1982.

Lago President Jerry Golden and Don Studebaker, Employee Relations Manager and Chairman of Lago's Bargaining Team, signed on behalf of the Company. Union signatories were Chinto Geerman, IOWUA President, Milo Arends, General Secretary, and Chemy Leest, Treasurer.

The principal improvements in the CWA, which was ratified by the Union membership in a referendum on November 13, are:

- 13.4% increase in base wages to cover cost-of-living;
- 5% general increase;
- 1% Vacation Savings Plan increase; Lago's contribution to VSP now becomes 5%;
- Retroactivity payment of 50.3% of a month's wages;
- A one-time Fls. 250 lumpsum payment;
- December lumpsum C.O.L.

payment increased from Fls. 800 to Fls. 1000;

- Seven cost-of-living adjustments during the life of the CWA;
- Increase in shift differential from Fls. 0.98/hour to Fls. 1.26/hour;

- Additional increases in base rates for the Refinery Mechanic, Mechanical Craftsman, Dock Attendant, Quarter Master and Utility Man;

- New overtime lunch program which provides a lunch when

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## Ernard De L'Isle Nombra Operations Supervisor; Rudy Koopmans Ta Avanza pa Senior Engineer

Entrante 1 di October 1979, Ernand H. De L'Isle a ser promoví pa Operations Supervisor den Process - Oil Movements & Shipping Division. Tambe ariba e mesun fecha, Rudy H. Koopmans a avanza pa Senior Engineer den Technical - Project Development Division.

Ernard a cumenza su carera cu Lago cinco anja pasá como Contact Engineer pa Fuels area den Process Engineering Division despues di haya su grado di maestro den ingeniería química for di Universidad Tecnológico di Delft, Hulanda. Despues el a

ser asigná na Short Range Economics Section di Crude & Products Coordination Division. Despues di traha den Business Planning & Supply Department su Economics & Planning Division caminda el tabata envolví den desaroyo di Lago su Utilities Modernization Project, Ernand a transferi pa Process Department. Aki ela traha como Clean Product Planner den Oil Movements & Shipping Division te na December 1, 1978, ora cu el a ser promoví pa Engineering Associate. Mas despues el tabata Fuel Oil Planner te cu 1 di April di e anja aki.

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**ARUBA**Lago Oil & Transport Co., Ltd.  
Aruba, Netherlands Antilles

## Arends, Nemecek Promoted To Senior Engineering Position Effective Nov. 1

Robert D. Arends and Antonio M. Nemecek were promoted to Senior Engineer on November 1, 1979. Robby works in Technical - Mechanical Engineering, while Antonio is in Business Planning and Supply De-

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E. H. De L'Isle



R. H. Koopmans



R. D. Arends

### De L'Isle, Koopmans Promoví

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Ernand, kende ta un anterior secretario den e Safe Operations Committee, a sigui varios curso di compania. Mas recientemente el a ser asigná na Employee Relations Department como analista financiero ariba e Back-Up Committee pa e grupo cual a negocia cu IOWUA pa un contract nobo di trabao.

Rudy Koopmans a join Lago na October 1977 como un Ingeniero den Technical - Engineering Technical Services Section caminda el tabata envolví den varios asignacion di contacto pa ingeniería mecánica. Durante promer parti di e anja aki, Rudy a transferi pa Project Development Section caminda el a traha ariba varios proyecto den refinaria. Su promocion pa Senior Engineer ta en reconocimiento di su contribucionnan den Mechanical Engineering Division y den Project Development Division, caminda actualmente el ta asigná

como Project Engineer ariba varios Proyecto di halto prioridad incluyendo cambio di L2AR y mehoracion na eficacia di pipestillnan.

Rudy, kende ta un graduado di H.J.A. Schroederschool cu MULO-B, a haya su diploma di MTS na e Katholieke MTS na Curacao na 1967. Despues el a traha como Administrador Técnico pa Curacaosche Mijmaatschappij, y mas despues como Supervisor pa Antillean Construction (ANCO) te na 1970 ora cu el a bai Hulanda pa sigui su carera. Rudy a haya su grado di bachiller den Ingenieria Mecánica for di Dordrecht H.T.S. na 1976. Promer cu el a join Lago, el a traha como Ingeniero di Proyecto pa Wescar N.V. na Curacao.

Rudy a sigui varios curso na Lago, manera Refinery Economics, Chemical Course for Non-Chemical Engineers y e Mechanical Engineering Course. Ademas el a participa tambe den Curso pa Sinja Paga Candela.



A. M. Nemecek

partment - Crude & Products Coordination Division.

Robby's promotion is in recognition of his contributions in the electrical engineering field within the Mechanical Engineering Division. Robby has been responsible for numerous electrical engineering jobs at Lago, including the electrical modernization projects and the Central Pumphouse feeder improvements.

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## Lago y IOWUA Ta Firma Combenio Colectivo di Trabao Nobo

Ariba November 14, 1979, Lago y Independent Oil Workers' Union of Aruba a firma un combenio di trabao nobo, cual a drenta na vigor Agosto 27, 1979 y lo caduca October 31, 1982.

President di Lago Jerry Golden y Don Studebaker, Gerente di Employee Relations Dept. y Presidente di Team Negociador di Lago, a firma na nomber di compania. E firmanenan pa Union tabata Chinto Geerman, Presidente di IOWUA, Secreta-

rio General Milo Arends, y Tesorero Chemi Leest.

E mehoracionnan principal den e combenio nobo, cual a ser ratificá pa miembran di Union den un referendum ariba November 13, ta:

- 13.4% di aumento den sueldonan basico pa cubri costo di bida;
- 5% aumento general;
- 1% aumento di Plan di Spaar pa Vacacion, cual ta aumenta Lago su contribucion na e

plan te na 5%;

- Pago retroactivo di 50.3% di sueldo di un luna;
  - Pago un solo bez di un suma total di Fls. 250;
  - Pago como un solo suma pa costo di bida na December a ser aumentá for di Fls. 800 te Fls. 1000;
  - Siete ahustamento pa costo di bida durante e duracion di e combenio;
- (Continuá na pagina 6)





Present at the CWA contract signing ceremonies, are: Chinto Geerman, Jerry Golden and Don Studebaker in foreground. Standing are: IOWUA Vice President Victor Cillie, General Secretary Milo Arends, Treasurer Anselmo Leest,

Fabiano Perez, Basilio Wester, Salomon Fingal and Felix Garrido, with Lago representatives Carlos Z. de Cuba, Milton Henriquez, Marciano "Rocky" Angela, Joaquin Croes and Henry Coffi.

## LAGO and IOWUA Sign New CWA

(Continued from page 1)

employee works two or more hours overtime following his regular work period, and whenever he is called back or called out and works more than nine consecutive hours, plus a lunch reimbursement of Fls. 2.15 for each actual overtime hour worked.

- An improved pension plan with no additional cost to employees. This plan is based on average pay of employee's last three years of service prior to retirement. The new pension formula is as follows:  $1.5\% \times \text{service years} \times \text{average pay for last three years of service}$ . The improved plan results in up to 43% better pension income.

- A new dental assistance plan to help employees in covering costs of dental care for themselves and their family members.

Coverage includes:

- Company will pay 75% of preventive treatment cost once per year per person, up to a maximum of Fls. 75 per year per person.
- Company will pay 50% of dental treatment costs, up to a maximum of Fls. 750 per person per year and up to a maximum of Fls. 2000 per family per year.

- Improvements in medical reimbursement plan;
- Change in out-patient medical services whereby the Company Medical Center will be open from 7 am to 5 pm on normal workdays, while medical services will be provided at a Company designated clinic at all other hours. Eligible family members may also use designated general physician in Aruba when the Company Medical Center is closed.
- Miscellaneous other improvements in the new CWA include:

- an extra vacation day for employees with between 2 and 11 years of service.
- day off for 20th service anniversary.
- overtime transportation allowance adjusted to 40c

per kilometer.

- triple time for overtime hours beyond eight hours on first day of rest (now similar to second day of rest).
- any prior Lago service is credited, regardless of length of break in service.
- Fls. 85,000 donation for improvements to IOWUA Recreation Center.
- Additional time off with pay for marriage of employee's child.

In addition, Lago and IOWUA will negotiate a process progression program along with a new shift schedule. Qualification schedules for progression programs in Controller's Department — Office Services and Technical Department - Laboratories will be reviewed and implemented. Also, Lago management and Union representatives will meet before the end of 1979 to discuss possible improvements to the Refinery Mechanic qualification schedule and the possibility of a further progression step for the advanced instrument and electrical categories.

Furthermore, Lago's Employee Relations Department will undertake a study with the objective of developing a program in connection with those employees, who at age 55 or older have attained 40 years of service and who elect to retire prior to normal retirement age of 60.

The Union will designate two representatives who will periodically discuss the progress and status of the study.



Signing the new contract on behalf of Lago is President "Jerry" Golden (I) and Chairman of the Management Bargaining Team and Employee Relations Manager Don Studebaker. Standing at left is Secretary of the Management Bargaining Team Carlos Z. de Cuba of Public Relations Department.



# Service Milestones

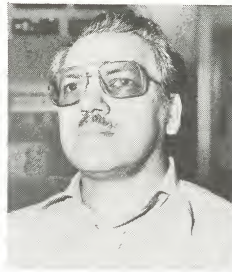
## 30 and 25 Year Awards



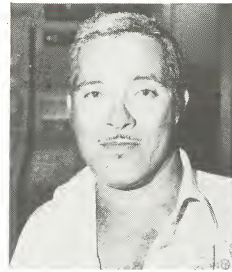
**Feliciano Boekhoudt**  
Process - Utilities  
30 years  
September 12, 1979



**Juan D. Dirks**  
Process - H.D.S.  
30 years  
September 12, 1979



**Esteban R. Kock**  
Process - Fuels  
30 years  
September 12, 1979



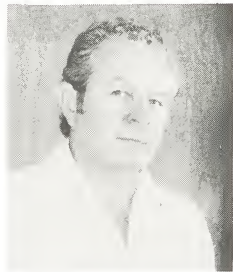
**Dominico Lacle**  
Process - Fuels  
30 years  
September 12, 1979



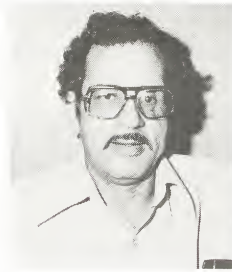
**Adolfo F. Richardson**  
Process - H.D.S.  
30 years  
September 12, 1979



**Efraim Tromp**  
Process - H.D.S.  
30 years  
September 12, 1979



**J. Ronald Smith**  
Technical - Mech. Eng.  
25 years  
September 20, 1979



**Nicolas L. Jacobs**  
Technical - MCS - Techn.  
30 years  
September 12, 1979



**Paul H. Phillips**  
Process - O.M.&S  
25 years  
September 15, 1979



**Cornelia Sloterdijk**  
Employee Relations  
30 years  
October 2, 1979

### Arends and Nemecek Promoted

(Continued from page 2)

An Aruba Technical School graduate who specialized in electricity, Robby followed a one-year Pre-Employment Preparatory Program at Lago before joining the Mechanical Department in 1962. His first job was in the Electrical Department as an Electrician Helper A. During the following years he worked his way up to Engineering Assistant A. After transferring to the Mechanical Engineering Division, he advanced to Senior Assistant in 1971.

In 1972, Robby earned a Lago scholarship under the LEAP Program to pursue a career in Electrical Engineering. After obtaining his bachelor's degree from the New Haven University in Connecticut, he returned to Technical - Mechanical Engineering Division as an Engineer.

Robby is Lago's representative to the RTC Electrical Sub-Committee. He has followed many job-related courses, including a Multiple AMP-Relay Coordination Course in Dallas, Texas, and Static Exciter, Kepner-Tregoe and Oral Presentation at Lago.

Antonio M. Nemecek joined Lago

in July 1976 after graduating from the Delft University of Technology with a Master's degree in Chemical Engineering.

His initial assignment was in the Technical - Process Technical Services Division as Contact Engineer in the Light Ends/Offsites Section charged with the Light Ends Area. During the past year and a half, Antonio has been contact engineer for the Pipe-still Visbreakers. Tony's promotion is in recognition of his contributions to Lago in his previous PTS Division assignment as well as in his current assignment as Crude and Transshipping Coordinator in the Coordination Section of C&PC.

Since his employment he has followed many company-sponsored training programs, including Energy Loss Analysis, Kepner-Tregoe, Effective Supervision, Safety in Engineering, Safety in Design and Scott-Air-Pak breathing apparatus courses. Additionally, he participated in a Process Engineering Design Course in Baytown.



**Lucas D. Geerman**  
Mech. - M&C - Distr.  
30 years  
October 13, 1979



**Marco Kelly**  
Process - O.M. & S.  
30 years  
October 14, 1979



**Genaro Roga**  
Ind. Sec.-Fire Protection  
30 years  
October 20, 1979





The 21 cubic yard bucket of the clamshell dredge removes accumulated sand and rock particles here at the HDS Pier.



E hemchi di 21 yarda cubico di e Draga ta kita santo y piedranan chikito acumula aki na Pier di HDS.

## Dredge Restores Harbor To Proper Depth at Lago To Assure That Ships Can Lay "Always Afloat"

In every ship's "Charter Party", the contract between shipowner and charterer, there is a clause in which the charterer guarantees that the ship will only be sent to ports where she can lay "always afloat." It is therefore very important that a close watch be kept on the depths in the harbor. A depth soundings survey carried out in 1977 showed that there was some deterioration of depths in the inner harbor and therefore Lago contracted Great Lakes International to restore the depths to normal.

The clamshell dredge No. 54 arrived in the harbor on August 26 and started dredging off No. 1 Finger Pier on August 28. It used a 21 cubic yard bucket to remove the accumulation of sand and rock particles which are moved by the currents and the wash of ships' propellers and also some growing coral heads. In one location, 14 wooden piles - the remains of old docks in the harbor - were extracted like teeth.

Each berth had a different depth to which it was originally excavated and the clamshell restored these depths which are the maximum draft plus two feet for bottom clearance. The deepest berth, Finger Pier 3 South, can accept a draft of 41 feet. So this berth has now been dredged down to 43 feet. Likewise the channel between the west entrance and the east exit has been dredged to 44 feet. (Ships need a little more depth when they are moving than when they are stationary). The depths are measu-

red from mean sea level.

Dredge 54 jacked itself up on to three legs when dredging and filled the self-dumping scows (flat-bottomed boats) tied up alongside, with its clamshell. When each scow was filled, the Lago tug "Esso Santa Cruz" (or sometimes the "Esso Oranjestad" or "Esso San Nicolas") towed it outside the harbor to deepwater where it is emptied itself by opening up its two halves on a top hinge. Dumping in this way takes only minutes and the scow pops up like a cork.

To manoeuvre the scows back alongside the dredge and to move the dredge itself, the "Esso Santa Cruz" was ably assisted by Lago's chartered tug "Gutu" (which also helped to check depths), while the personnel of the dredge, which worked round the

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## Draga Ta Coba Haaf na Profundidad Adecuado Pa Bapornan Semper Por Ta "Aflote" na Lago

Den cada bapor su "Charter Party" - esta e contract entre donjo di e bapor y esun cu ta charter (of huur) e bapor, tin un cláusula den cual esun cu ta huur e bapor ta garantiza cu e bapor lo bai solamente den haafnan caminda el por ta ancrá "semper aflote." Ta pesey ta mashá importante pa semper tene cuenta cu e profundidad den haaf. Un estudio pa calcula profundidad di lama cu a ser haci na 1977 a demonstra cu algun profundidad den e haaf paden a dete-

## Ernard De L'Isle Promoted To Operations Supervisor; Rudy Koopmans to Sr. Eng.

Effective October 1, 1979, Ernard H. De L'Isle was promoted to Operations Supervisor in Process - Oil Movements & Shipping Division. Also on the same date, Rudy H. Koopmans advanced to Senior Engineer in Technical - Project Development Division.

Ernard began his Lago career five years ago as a Contact Engineer for the Fuels area in Process Engineering Division after obtaining his master's degree in chemical engineering from the Delft University of Technology.

He was later assigned to the Short Range Economics Section of the Crude & Products Coordination Division. After working in the Business Planning & Supply Department's Economics & Planning Division where

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riora y pesey Lago a contrata Great Lakes International pa restaura e profundidad na normal.

Draga No. 54 cu schop dobbel a yega den haaf dia 24 di Augustus y a cuminza draga den cercanía di Finger Pier No. 1 dia 28 di Augustus. El a usa un hemchi cu capacidad di 21 yarda cúbico pa saca e acumulacionnan di santo y piedranan chikito cual ta resulta door di corriente di awa y e "choro" creá door di e impulsadornan

(Continúa na pag. 6)



## Lago y IOWUA Ta Firma Combenio Colectivo Nobo

(Continuá di pag. 2)

- Aumento di Abono pa Trabao di Warda for di Fls. 0.98/ora te Fls. 1.26/ora;
- Aumentonan adicional den tarifanan basico pa Refinery Mechanic, Mechanical Craftsman, Dock Attendant, Quarter Master y Utility Man;
- Programa noba pa Overtime Lunch, cual ta percura pa un cuminda ora un empleado ta traha dos of mas ora di overtime como un extension di su periodo regular di trabao y cada bez cu un empleado ser yamá back of buscá y traha mas cu nuebe ora consecutivo, y ademas un reembolso pa cuminda di Fls. 2.15 pa cada ora di overtime cu el a traha.
- Un mehor plan di pension cu no ta trece costo adicional pa e empleado. E plan aqui ta basá ariba un average di e pago di un empleado durante e ultimo tres anjanan di servicio promer cu e bai cu pension. E formula nobo pa pension ta lo siguiente:  $1.5\% \times$  anjanan di servicio  $\times$  average di pago pa e ultimo tres anja di servicio. E mehoracion di e plan ta resulta te cu  $43\%$  di mehoracion den entrada for di pension.
- Un plan pa ayudo dental nobo pa asisti empleadonan pa cubri costonan di cuidu dental pa nan mes y nan miembronan di familia. E plan ta cubri:
  - Compania lo paga  $75\%$  di

costo di trato preventivo un bez pa anja pa persona, te un maximo di Fls. 75 pa anja pa persona.

- Compania lo paga  $50\%$  di costo di tratamiento di diente, te un maximo di Fls. 750 pa persona pa anja y te un maximo di Fls. 2000 pa familia pa anja.
- Mehoracionnan den e Plan di Reembolso Medico;
- Cambio den servicionan pa pacientnan cu no ta den hospital, pa cual Centro Medico di Compania lo keda habrí for di 7 a.m. te 5 p.m. ariba diano normal di trabao, mientras servicionan medico lo ser duná na tur otro oranan na un clinica cu compania designá. Miembronan di familia eligible tambe por usa servicionan di dokter(nan) cu tin practica general na Aruba designá door di compania ora e Centro Medico di Compania ta serrá.
- Diverso otro mehoracionnan den e Combenio Colectivo nobo ta inclui:
  - Un dia extra di vacacion pa empleadonan cu entre 2 y 11 anja di servicio.
  - Dia liber pa 20 anja di servicio.
  - Compensacion pa transportacion pa overtime a ser ahustá na 40 cent pa Kilometer.
  - Triple tempo pa oranan di overtime cu ta surpasa

ocho ora ariba e promer dia di sosiego (Pago awor ta bira mescos cu pa segundo dia di sosiego).

- Cualquier anterior servicio na Lago ta ser creditá, sin tene cuenta cu e duracion di e interrupcion den servicio.
- Fls. 85,000 di donacion pa mehoracionnan na Centro di Recreacion di IOWUA.
- Tempo adicional liber cu pago pa matrimonio di yiunan di empleado.

Ademas, Lago y IOWUA lo negocia un programa di progresion pa Process hunto cu un horario nobo pa trabao di warda. Listanan di cualificacion pa programanan di progresion den Depto. di Controller-Office Services y Depto. Tecnico-Laboratorio lo ser studí y poní na vigor.

Tambe, Gerencia di Lago y representantenan di Union lo reuni promer cu fin di 1979 pa discuti posible mehoracionnan pa e lista di cualificacion pa Refinery Mechanic y e posibilidad pa un paso adicional di progresion pa e categorianan di Advanced Instrument y Electrical.

Ademas, Lago su Departamento di Employee Relations lo emprende un estudio cu e obheto pa desaroyá un programa pa tal empleadonan, cu na edad di 55 anja of mas a yega 40 anja di servicio y cu ta escoge pa bai cu pension promer cu edad normal di pension di 60 anja. Union lo designa dos representante cu periodicamente lo discuti e progreso y status di e estudio.

## Draga Ta Coba Haaf (Continuá di pag. 5)

di bapornan, y tambe algun puntanan di coral cu a crece. Den algun lugar diez-cuatro estaca, restantenan di doknan biew den haaf, a ser sacá mescos ora cu ta ranca diente.

Cada pier tin un diferente profundidad for di locual originalmente a ser cobá y e hemchi manera dos schop a nivela e profundidad cual ta e maximo calado plus dos pia pa mas espacio liber na bom. E pier mas profundo, Finger Pier No. 3 pa zuid por acepta un calado di 41 pía, pesey e pier aki awor a ser dragá te na 43 pía. Igualmente e canal entre e entrada pabao y e salida pariba a ser dragá te na 44 pía (bapornan tin mester di un poco mas profundidad ora cu nan ta move cu ora cu nan ta marrá). E profundidatnan ta ser midí a base di nivel di lama.

Draga 54 ta hiza su mes ariba su tres pianan ora cu e ta draga y ta yena botonan chikito, usa pa dump

y cualnan ta marrá canto di dje, cu e hemchi cu dos schop. Ora cu cada boto chikito tabata yená, Lago su tug "Esso Santa Cruz" (of tin biaha "Esso Oranjestad of "Esso San Nicolas") tabata tow'e pafor di haaf den awanan hundo caminda nan mes tabata laga e santo basha afor door di habri nan dos bandanan. Bashamento afor di e manera aki ta tuma solamente algun minuut y e boto ta bin bek ariba manera un korki. Pa maniobra e botonan chikito banda di e draga y pa move e draga mes, "Esso Santa Cruz" a haya bon yudanza for di "Gutu", e remolcador cu Lago a charter (cual tambe a yuda check profundidad), mientras cu personal di e draga cualnan a traha 24 hora pa dia, tabata ser transportá door di e lancha di Peters Divers "Kevin" y tin biaha door di "Esso Limpia Haaf".

Dragamento di e parti paden di e

haaf a keda cla dia 25 di September despues cu 121,000 yarda cúbico di santo cu piedra a ser kitá. Draga 54 despues a bai na e pier di HDS y a saca santo acumulá (y azufre suplá door di biento). Finalmente e parti di salida di e "secondary separator" a ser dragá pa saca sedimentonan acumulá pa asina permiti un fluho mas liber di e awa di separator. Dredge 54 y su dos botonan di dump finalmente a sali for di haaf 4 di Oct.

E haaf ta yena cu santo y piedranan chikito den un proceso gradual y awor cu su profundidad a keda drechá probablemente lo dura diez anja promer cu un draga lo ser mirá ta trahando den haaf di San Nicolas. Sinembargo, estudionan di su profundidad lo sigui ser tuma ariba un base fiho pa tene un bista ariba e acumulacion di santo cu piedra y pa asegura cu bapornan semper por ta "marrá aflote" den nos haaf.



## Application Forms For Teagle Scholarship Must Be Returned Prior to December 14th

Application forms for a Teagle Scholarship Foundation grant are currently available in the Training Section of Employee Relations Department. They can be obtained from Stefford Courtar in Room 168 in the General Office Building.

Those eligible to apply for a Teagle scholarship are employees of Exxon Corporation or its affiliates with at least three years' credited service, children of such employees, children of retired or deceased employees. To be favorably considered for a Teagle scholarship, students must rank at graduation from a secondary school in the top two-fifths of his or her class.

Teagle scholarships are awarded for study leading to academic degrees at the following universities: Cornell University, Massachusetts Institute of Technology, Polytechnic Institute of New York, Rice University, Tulane University, Harvard University Graduate School of Business Administration, The Wharton School Gra-

duate Division at the University of Pennsylvania, and the Claremont, California Group of Colleges.

Candidates who wish to study at medical, dental, osteopathic and divinity schools in the United States may also apply. Although not confined to the institution mentioned, the school must be acceptable to the Teagle Foundation.

Before filling out a Teagle scholarship application form, the student must already have applied to the university of his/her choice for admission. The application forms, properly filled out, must be submitted in duplicate to Lago's Training Section in the General Office Building before December 14.

Candidates for scholarships at medical, dental, osteopathic, divinity and nursing schools should submit their applications with supporting documents not later than May 16, 1980.

For additional information, call Stefford Courtar on telephone 2527.

### De L'Isle, Koopmans Promoted

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he was involved in the development of Lago's Utilities Modernization Project, Ernand transferred to the Process Department. Here he worked as Clean Product Planner in the Oil Movements & Shipping Division until December 1, 1978, when he was promoted to Engineering Associate. He subsequently worked as Fuel Oil Planner until April 1 this year.

Ernand, who is a former secretary of the Safe Operations Committee, has followed many company courses. Most recently he was assigned to Employee Relations as financial analyst on the Back-Up Committee for the Bargaining Group which negotiated with the IOWUA for a new Collective Working Agreement.

RUDY KOOPMANS joined Lago in October 1977 as an Engineer in the Technical - Engineering Technical Services Section where he was involved in various mechanical engineering contact assignments. Earlier this year, Rudy transferred to the Project Development Section where he has worked on various projects in the refinery.

His promotion to Senior Engineer is in recognition of his contributions in the Mechanical Engineering Division and in the Project Development Division, where he is currently assigned as Project Engineer on several

high priority projects including the L2AR revamp and pipestill efficiency improvement.

A MULO-B graduate from the H.J.A. Schroederschool, Rudy obtained his M.T.S. diploma at the Catholic MTS in Curacao in 1967. He subsequently worked as Technical Administrator for the Curacao Mining Company, and later as Supervisor for the Antillean Construction (ANCO) until 1970 when he went to Holland to pursue his career. Rudy obtained his B.S. degree in Mechanical Engineering from the Dordrecht H.T.S. in 1976. Before joining Lago, he worked as Project Engineer for Wescar N.V. in Curacao.

## Aruba Science Fair Exhibit Scheduled for January 1980

In a recent meeting, the Aruba Science Fair Committee established January 18, 1980, as the opening date for the exhibition of science projects developed and completed by students of various schools on the island.

This time, the exhibit will be held in the cafeteria of the John F. Kennedy School in Oranjestad. Students, either individually, in pairs, or in groups are working hard, under the guidance of their contact teachers, on a total of 43 projects.

Posters, announcing the exhibit, will be placed in various prominent locations throughout the island. Also available from Science Fair Committee members and contact teachers are bumper stickers announcing this event.

Although initially scheduled to open in October 1979, the Aruba Science Fair Exhibit has been postponed to January 1980 to give participating students more time to complete their projects.

Rudy has followed several courses at Lago, such as Refinery Economics, Chemical Course for Non-Chemical Engineers and the Mechanical Engineering Course. In addition, he has participated in the Fire Training Course.

The tug "Cecrops" of Nassau, Bahamas completed almost six weeks of trial operations at Lago this month. In addition to its immense fire fighting capability, it can tow equally well on the hook or alongside, and has adequate power for both Reef Berth and inner harbor work. She is shorter (only 100 feet compared to Lago's tugs 106 feet) and she can manoeuvre between the piers. Another tug from Nassau, "Seaspan Royal" is currently on charter to Lago.







Winners in the Youth Tennis Championship held in Seroe Colorado in August are (l to r): Melitza Lacle, Clifton Wong, Diana van Gulick, Colleen Marks, Ilonka de Mey, Robbert van Duln, Dimitri Halley and Therron Swaen. The Esso trophies were presented by Games Committee Chairman Johan Rooze on November 3.



Members of the Esso Youth Tennis Team who are progressing beautifully in this exciting sport can be seen here at the Upper

Courts in Seroe Colorado. Participants in the Esso Club-sponsored matches are between 9 and 14 years of age.

## Great Lake Dredge

(Continued from page 5)

clock, were transported by Peters' Divers launch "Kevin" and sometimes by "Esso Limpia Haf".

The inner harbor dredging was completed on September 25 after 121,000 cubic yards of silt had been removed. Dredge 54 then moved to the HDS berth and removed accumulated sand (and sulphur blown by the wind). Finally the outfall area of the secondary separator was dredged in order to remove accumulated sediments, thereby allowing a freer flow of the separator water. Dredge 54 and its two scows left the harbor on October 4.

The siltation of the harbor is only a slow process and with its depths now restored it will probably be ten years before a dredge is next seen working in the San Nicolas Harbor. However, sounding surveys will be taken on a scheduled basis to keep an eye on silt build-up and to make sure that ships may lay "always afloat" in our harbor.

## Formulario di Aplicacion pa Un Beca di Teagle Mester Ser Debolbi Promer cu 14 di December

Formulario di aplicacion pa un beca di Teagle Scholarship Foundation ta actualmente obtenible den Training Section di Employee Relations Department. Nan por ser buscá cerca Stefford Courtar den Cuarto 168 den Oficina Principal.

Esnan cu ta eligible pa aplica pa un beca di Teagle ta empleadonan di Exxon Corporation of su afiliadonan cu tin por lo menos tres anja di servicio acreditá, yiunan di tal empleadonan, yiunan di empleadonan cu a bai cu pensioen of cu a fayece. Pa ser favorablemente considerá pa un beca di Teagle, un estudiante mester ta den e top cuarenta por ciento di su klas ora cu e gradua for di un school secundario.

Becanan di Teagle ta ser otorgá pa estudionan cu ta termina cu grado académico na e siguiente universidadnan: Cornell University, Massachusetts Institute of Technology, Polytechnic Institute of New York, Rice University, Tulane University, Harvard University Graduate School of Business Administration, The Wharton

School Graduate Division na e Universidad di Pennsylvania, y e Grupo di Colegionan na Claremont, California.

Candidatonan cu ta desea di studia na schoolnan médico, dental, osteopático y religioso na Merca tambe por aplicá. Aunque cu esey no ta limitá na e institucionnan mencioná, e school sí mester ta aceptable pa Teagle Foundation.

Promer cu un estudiante yena un formulario di aplicacion pa un beca di Teagle, ya caba e mester a aplica na e universidad di su deseo pa e ser admití. E formularionan di aplicacion, debidamente yená, mester ser debolbí den duplicado na Lago su Training Section den Oficina Principal promer cu 14 di December.

Candidatonan pa un beca na schoolnan di medicina, dental, osteopático, religioso of pa verpleegster mester manda nan aplicacion cu documentonan no mas laat cu 16 di Mei 1980.

Pa mas informacion, yama Stefford Courtar na telefon 2527.